

	Do you as an organization fund or reimburse therapists to give presentations?	If you do, how much do you fund or reimburse and what criteria do you use to decide this?	Do you provide therapists any paid time off to present
A	Yes if they give a platform presentation we will reimburse their tuition for the conference and they can submit for travel as well up to their allotted continuing education dollars.	Their allotted amount varies by their level and years of service	They can use CE time if the presentation falls during a week day not a weekend.
B	Yes	Not a set amount. If they get accepted to speak we pay travel and lodging. WE will also pay for the course if we need to.	Yes, if it is during the time they are scheduled to work.
C	Yes. Usually registration and/or lodging or travel. We used to be able to do all three, but budget is much tighter now.	See above. Usually the most we fund is for about \$1000 total.	Considered CE time and not counted as PTO.
D	Yes. We have had times when no travel related expenses were approved for reimbursement. We have moved to providing financial support for podium presentations only. If a staff member is presenting an abstract or poster, paid time off can be approved.	We typically will fund travel (flight or mileage), hotel (excluding incidentals), and meals (depending upon current budget) Funding/reimbursement is only available for staff providing full podium presentations. Excludes poster and abstract presentations. Caveat: If conference/meeting is 5 days, and they are presenting 1 out of those days, we may not fund the full duration for hotel and meals. Criteria used is based upon perceived value to the department/organization, cost and departmental budget performance.	We do offer paid time off for presentations, including poster, abstract and podium. That being said, if the conference is 5 days

E	<p>This year, we started funding for clinicians who have poster presentations or provide presentations at various national organizations. This include educational time to attend the conference as well as travel and hotel.</p> <p>Typically the Service line director will ask our administrative director for approval as long as it supports our strategic planning.</p>		
F	<p>We support through a combination of our career development program which provides a payout for specific projects / opportunities including presentations that are above expectation of the job. We also support registration and often at least partial reimbursement for travel and lodging if needed as the continuing education budget allows.</p>	<p>We try to support participation and presentations by covering expenses for registration, travel and hotel. Often the incidentals can be covered along with recognition of time for preparation through the dollars paid out in the career development program.</p>	<p>Conference days are given as appropriate.</p>
G	<p>yes</p>	<p>We have a policy but in general \$750/year and then more if they are presenting at state/national conferences</p>	<p>Yes (24 hours)</p>

H	We actually just changed our funding support for 2017. We are giving our staff the option between 3 professional leave days to use towards conferences or a \$800 allotment to use towards conference registrations, travel, licensures, memberships, etc. We will still try and produce funding outside of the above for staff who are presenting at national conferences or reduced fees for conferences we decide to host.		
I	On occasion, we have been able to get funding for staff to go and present either a poster or speak at a conference.	Typically, we fund travel, registration and lodging.	If this occurs during their normal schedule, we pay them CEU hours not to exceed their work schedule.
J	Decided on a case by case basis	Each supervisor (PT, OT, SLP & Audiology) decides based on their team needs/priorities	Decided on a case by case basis

K	local/state/national conference, we will pay for their travel, lodging, food (up to \$50/day). If they are presenting on days they normally work, they will be paid and not have to use PTO. We have also had therapists give presentations to other groups at our hospital or lecture at local universities and their travel costs are covered and they do not have to use PTO if on work hours.	We have hospital policies that guide us for reimbursement of food. If they are representing the hospital during a presentation, it is covered by us.	It is coded in our system as "Excused time".
L	<i>not at this time</i>	N/A	<i>staff are allowed 5 business days for continuing education annually - we would consider presentations part of this "hospital business" time</i>

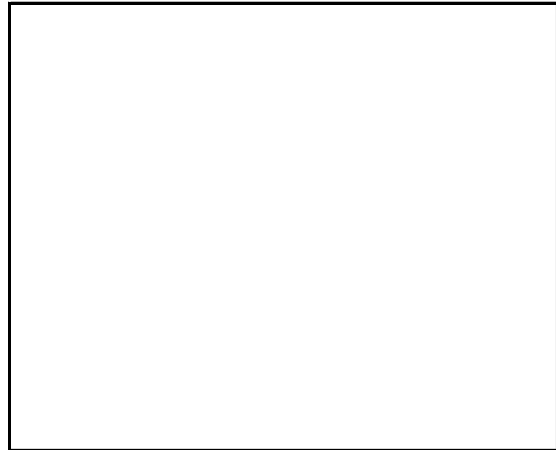
**Do you fund or reimburse differently based on the type of presentation e.g. abstract & presentation Vs. poster Vs. breakout session?**

we will pay tuition for all courses and the only difference is travel may be reimbursed if platform presentation...not a poster.

Not at this time

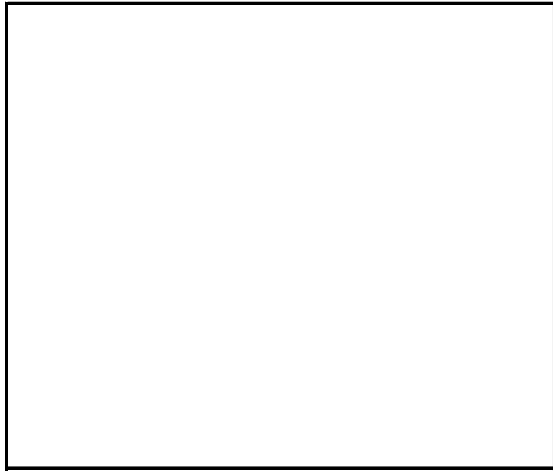
We don't really distinguish difference.

Absolutely, as stated above.



The difference in funding would be identified in our career development payout based on the type of presentation / preparation needed and for what audience as each may have a different value to the organization (local level, state level, national level presentation)

No but we do fund differently between local/state/national/international



This hasn't come up much, so no.

We have supported the therapists in different ways depending on their needs. If the presentation is in state, they may get paid for the time. If the presentation is out of state they may receive support for travel or accommodations, typically they have had their conference registration paid for by the organization for whom they are presenting.

Not that I am aware of.
N/A.